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REPLY TO  
ATTENTION OF:

**DEPARTMENT OF THE ARMY  
REGIMENTAL NONCOMMISSIONED OFFICER ACADEMY  
FORT GORDON, GEORGIA 30905-5491**



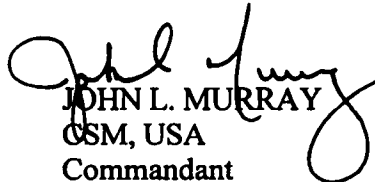
ATZH-LCA (310-2d)

6 July 2006

**MEMORANDUM FOR Regimental Noncommissioned Officer Academy**

**SUBJECT: Policy Memorandum #3 - Treatment of Soldiers**

1. This memorandum establishes command policy relative to personnel in training. This policy applies to both military and civilian employees assigned or attached to the Regimental Noncommissioned Officer Academy (RNCOA) and is required reading by all personnel.
2. All personnel of the academy will be treated with individual dignity and respect. At no time will any person be subject to harassment or treated in a demeaning or disrespectful manner. Personnel in supervisory positions (military, civilian, or student) will strive to lead through respect and not through intimidation or fear.
3. Members of this academy who instruct, supervise, or work with other Soldiers in training, or any other status will conduct themselves in a professional and business like manner at all times. The fundamental rights of all soldiers will be recognized and preserved. Physical contact or any touching of an offensive or sexual nature is strictly forbidden.
4. Our operating philosophy is to train, assist in the reaching of the professional standards expected by the Army and to mature these Soldiers as individuals. As the student develops, control will be lessened in order to instill a sense of self discipline and responsibility in the individual. Every effort will be made by all personnel of this unit to exercise strong, positive leadership, and accomplish our goals.
5. Any violation of this memorandum may result in punitive actions under the Uniform Code of Military Justice or appropriate civilian laws and regulations.

  
JOHN L. MURRAY  
CSM, USA  
Commandant

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